

Office of Civil Rights



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International Trade Administration, U.S. Department of Commerce No FEAR Act EEO Complaint Data

This is a report of No FEAR ACT data.

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- [No Fear Act Data on the EEOC website \(includes information on EEOC Hearing and Appeals processing\)](#)

Data last updated: April 6, 2009

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1. Complaint Activity

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Number of complaints Filed	6	6	6	5	13	9	8	5	1
Number of complaints Pending any time in the FY	6	6	6	5	12	9	8	5	1
Repeat Filers	0	0	0	0	1	0	0	0	0

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2. Complaints By Basis

Note: complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Race	4	3	2	3	5	1	4	3	0
Color	2	1	1	1	2	1	1	0	1
Religion	0	1	0	1	4	2	0	0	0
Reprisal	3	4	0	5	5	3	5	1	0
Sex	3	4	3	3	6	4	3	3	0
National Origin	2	2	2	2	4	2	3	1	1
Equal Pay Act	0	0	0	0	0	0	1	0	0
Age	2	2	2	0	6	4	4	3	0
Disability	3	0	3	0	6	2	1	0	0
Non-EEO	0	0	0	0	0	0	0	0	0

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3 . Complaints By Issues

Note: complaints can be filed alleging multiple Issues. The sum of the Issues may not equal total complaints filed.

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Appointment/Hire	0	0	0	0	2	0	0	0	0
Assignment of Duties	1	0	1	2	1	1	2	3	0
Awards	0	0	0	0	1	1	0	1	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	3	0	0	0
Discipline: Reprimand	1	0	0	1	0	2	1	1	0
Discipline: Removal	0	0	0	0	1	0	0	0	0
Discipline: Suspension	0	1	0	1	2	1	1	0	0
Discipline: Other	0	1	1	1	0	0	0	0	0
Duty Hours	0	0	1	0	0	0	0	0	0
Evaluation/Appraisal	0	1	1	3	0	3	5	4	0

Examination/Test	0	0	0	0	0	0	0	0	0
Harassment: Non-sexual	2	0	1	4	6	5	3	2	0
Harassment: Sexual	0	2	0	0	0	1	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0
Pay Including OT (overtime)	0	0	0	0	0	0	1	0	0
Promotion/Non-selection	1	3	2	2	1	2	5	2	1
Reassignment: Denied	0	1	1	0	0	0	0	1	0
Reassignment: Directed	1	0	1	2	3	2	0	2	0
Reasonable Accommodation	2	0	3	2	2	1	1	0	0
Reinstatement	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0
Termination	1	0	1	1	3	3	1	0	0
Terms/Conditions of Employment	0	0	2	0	4	0	0	1	0
Time and Attendance	0	0	0	2	3	2	1	1	0
Training	0	0	0	0	0	1	1	0	0
Other	1	0	1	1	1	2	1	1	0

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4. Processing Time

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Complaints pending during fiscal year									
Average number of days in investigation stage	168	112	74	117	192	165	122	99	166
Average number of days in final action stage	n/a	n/a	n/a	n/a	n/a	153	32	96	297
Complaint pending during fiscal year where hearing was requested									
Average number of days in investigation stage	n/a	n/a	n/a	n/a	n/a	184	143	103	0
Average number of days in final action stage	n/a	n/a	n/a	n/a	n/a	9	15	7	0
Complaint pending during fiscal year where hearing was not requested									
Average number of days in investigation stage	n/a	n/a	n/a	n/a	n/a	194	143	94	166
Average number of days in final action stage	n/a	n/a	n/a	n/a	n/a	167	15	170	297

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5. Complaints Dismissed by agency/ Withdrawn by complainants

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Total Complaints Dismissed By Agency	4	2	0	0	0	1	1	1	0
Average Days Pending Prior to Dismissal	168	741	0	0	0	259	42	43	0
Total Complaints Withdrawn by Complainants	4	1	2	0	2	3	1	0	0

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6. Total final Actions Finding Discrimination

	FY 2001: Number	FY 2001: Percent	FY 2002: Number	FY 2002: Percent	FY 2003: Number	FY 2003: Percent	FY 2004: Number	FY 2004: Percent	FY 2005: Number	FY 2005: Percent	FY 2006: Number	FY 2006: Percent	FY 2007: Number	FY 2007: Percent	FY 2008: Number	FY 2008: Percent	1st Q 2009: Number	1st Q 2009: Percent
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	1	100	0	0	0	0

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7. Findings of Discrimination Rendered By Basis

Note: complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

	FY 2001: Number	FY 2001: Percent	FY 2002: Number	FY 2002: Percent	FY 2003: Number	FY 2003: Percent	FY 2004: Number	FY 2004: Percent	FY 2005: Number	FY 2005: Percent	FY 2006: Number	FY 2006: Percent	FY 2007: Number	FY 2007: Percent	FY 2008: Number	FY 2008: Percent	1st Q 2009: Number	1st Q 2009: Percent
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	1	50	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	1	50	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	1	50	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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8 . Findings of Discrimination Rendered by Issue

	FY 2001: Number	FY 2001: Percent	FY 2002: Number	FY 2002: Percent	FY 2003: Number	FY 2003: Percent	FY 2004: Number	FY 2004: Percent	FY 2005: Number	FY 2005: Percent	FY 2006: Number	FY 2006: Percent	FY 2007: Number	FY 2007: Percent	FY 2008: Number	FY 2008: Percent	1st Q 2009: Number	1st Q 2009: Percent
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-sexual	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (including overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-selection	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-sexual	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including overtime)	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Promotion/Non-selection	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Removal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Discipline: Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including overtime)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-selection	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Denied	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: Directed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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9. Pending Complaints Filed in Previous Fiscal Years by Status

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Total Complaints from previous Fiscal years	n/a	n/a	n/a	n/a	n/a	27	16	9	11
Total Complainants	n/a	n/a	n/a	n/a	n/a	24	14	9	11
Number complaints pending									
Investigation	n/a	n/a	n/a	9	8	1	0	0	1
Hearing	n/a	n/a	n/a	10	16	12	9	5	6
Final Action	n/a	n/a	n/a	0	7	3	2	1	2
Appeal with EEOC Office of Federal Operations	n/a	n/a	n/a	n/a	n/a	5	5	3	2

10. Complaint Investigations

	2001	2002	2003	2004	2005	2006	2007	2008	1st Q. 2009
Pending Complaints Where Investigation Exceeds Required Time Frames	4	2	6	4	10	7	0	0	1

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